



ADVANCING NAVY CULTURE

MAY 2023



POD - POW NOTES

SPOUSE EMPLOYMENT Is your spouse looking for a Career Coach? Spouse Education and Career Opportunities career coach offers free coaching services and can answer questions about the My Career Advancement Account (MyCAA) program that provides eligible military spouses of active duty service members in pay grades E-1 to E-6, W1-W2, and O1-O3 with up to \$4,000 in financial assistance. Reach out to Military OneSource 24/7 to schedule a coaching session.

« Call (800) 342-9647

« or Live Chat: militaryonesourceconnect.org

VETERANS CRISIS LINE CALL 988 PRESS 1 Everybody faces difficult times in life, and people cope with stressful situations in different ways. When emotional issues reach a crisis point, contact the Veterans Crisis Line – For active duty service members, veterans and family members. **DIAL 988 then PRESS 1.** Calling from Overseas? Check the website for additional numbers. Download posters for your command [here](#).

ON THE HORIZON

JUNE
6-8

ASSOCIATION OF NAVAL SERVICES OFFICERS Eastern Region Professional Development Symposium: Norfolk, VA

JUNE
30

2022-23 MCPON Delbert D. Black Leadership Award Nominations due

NOV.
30

THE 2023 PFA CYCLE RUNS THROUGH NOV. 30. Do you know when your command is conducting it? Check with your CFL!

POPPY SEED? BEWARE ALNAV 035/23 clarifies the Navy's policy on the consumption of poppy seeds. Poppy seeds may be compromised with morphine and codeine, which can cause service members to test positive during a routine urinalysis testing. Therefore, in accordance with policy guidelines, refrain from any consumption of all food products and baked goods containing poppy seeds.



Chief leong Chan

SPOTLIGHT: ASIAN AMERICAN PACIFIC ISLANDER HERITAGE MONTH

Born and raised in China, **Chief leong Chan** immigrated to the United States when he was 19-years old. After talking to a recruiter in his local high school, he decided to join the Navy to help pay for college. He never planned to stay in for more than four years. However, almost 19 years later, Chief Chan has built an impressive naval career, met his wife, and served in various positions in Japan, Afghanistan, and across the United States. Chief Chan's advice for other Sailors, leaders, and teams is simple. *"You must listen to the Sailors. Leadership can go both ways, and everyone is going to be different. That is why diversity is so important, it allows us to maximize the potential of all Sailors."*

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Great Culture: The Key to Mission Success

By Rear Adm. Brett Mietus

Director, Navy Culture and Force Resilience Office

In our great Navy, it's easy for culture to take a back seat... with leaders tempted to focus on the outcomes they achieve, and not necessarily on building the people, leaders, and teams who accomplish their mission. When leaders drive people for a season (or for a deployment... or for a workup cycle), their people can feel undervalued or used... and as a result, over time they give less to the organization, and it becomes harder, not easier to get the job done. Often times, harmful behaviors result.

As part of Navy's Get Real Get Better movement, the CNO has asked us to change how we reward leaders, picking for promotion those who deliver outcomes and build great culture. When done well, great culture cultivates a sense of belonging, enhances morale, fosters resilience, and ultimately enables overall mission success. Great leaders make fostering great culture a priority.

Why this? Why now? We know the likelihood the Navy will experience high-end combat at sea is higher than it has been in several decades. Everything our Navy does today must be laser focused on building combat-ready teams ready to dominate in combat, or support those who will. The time to better prepare our people, leaders, and teams is now, not when we are sailing into harm's way.

Want to know where to start? Daniel Coyle, an expert on organizational culture, who has worked with our SEAL Teams, says that great culture is solving hard problems alongside people you admire. **Here are a few ways to develop and sustain great culture:**

⚓ Strengthen Protective Factors

Research shows that units with great culture score high in protective factors like connectedness and inclusion. Commanders at these commands create environments where trust, camaraderie, and unity flourish. A culture that is connected and inclusive encourages

teamwork, collaboration, and mutual support among Shipmates, regardless of their rank or position. This esprit de corps develops into a shared commitment to the mission and enables Sailors to solve hard problems and achieve extraordinary feats together. This starts with a command's sponsor program, continues through command indoc, and is reinforced daily.

⚓ Reduce Harmful Behaviors

Commands with great culture also score low for harmful behaviors among Sailors such as hostile work environments, and harassment (both racial and sexual), which have no place in our Navy. In addition, these commands focus on building their people's toughness and resilience, creating teams that support each other and rally to overcome the toughest of obstacles.

⚓ Core Values and Preserving Traditions

Our culture is built upon our Core Values. Honor, Courage, and Commitment are our cornerstones, and our commitment to them, both on and off duty, must be unwavering. Honoring these core values also acts as a bridge between our past, present, and future. Core Values are part of how we preserve and honor the traditions, heritage, and sacrifices of those who have gone before. Our Sailors should be proud of their Navy legacy – and culture passes that legacy on through generations.

Creating a command culture that strengthens our people, leaders, and teams is the work of every leader in the Navy. Culture, with its ability to increase connectedness and inclusion, some of the best protective factors a command can have against harmful behaviors, is a critical component of a successful command and a key to our Sailors' readiness to win in future combat.



The Navy will reimburse

PCS-related spouse relicensing and

other “qualifying business costs” costs **up to \$1K.**

[» FIND OUT MORE](#)



The Mental Health Playbook

includes resources for Sailors and Leaders that help to prevent, mitigate, or address mental health issues within your command.

[» DOWNLOAD IT TODAY!](#)



More than **25,000 Asian**

American and Pacific Islanders serve

in the Navy. AAPI Sailors of all ranks contribute to the strength of our force and the defense of our nation.

NO WRONG DOOR POLICY

This policy ensures victims of sexual assault, sexual harassment or domestic violence who contact a helping professional will receive services from that provider or, pending victim permission, a “warm hand-off” to an appropriate service provider and follow-up to ensure their needs were met. SAPR, EO, FAP, VLC, and medical and mental healthcare personnel are required to conduct training on this policy and should contact their program manager for more information on how to complete this requirement. Additional guidance is forthcoming from the Navy Culture and Force Resilience Office, with an expected release of informational material to assist in training providers by Summer 2023.

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HOW DO I BECOME A CMEO PROGRAM MANAGER?

If you're interested in becoming a CMEO - express interest to your CoC, Command CMEO program manager, or Command Senior Enlisted Leader. Requirements: Be an E-6+ with at least 24 months remaining in the command; complete the five-day NETC CMEO Manager course (A-500-0009); be designated in writing by the commander; serve as the CMEO for at least 24 months. Your appointment as CMEO must not create a conflict of interest with other duty assignments (i.e. member of the command Triad, CCS, legal officer, etc.).

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Photo by Petty Officer 1st Class Cory Asato

RESOURCES

MY NAVY HR SUPPORT SERVICES

Visit: [MyNavyHR Culture & Resilience](#)

MILITARY ONE SOURCE

Call: 1-800-342-9647

Chat: [Military One Source](#)

VETERANS CRISIS LINE

Dial 988 then press 1

Visit: [Veterans Crisis Line](#)

SAFE HELPLINE

Call: 877-995-5247

Visit: [Safe Helpline](#)

SAPR CONNECT

Visit: [SAPR Connect](#)

SAMHSA

Call: 800-662-HELP (4357)

Visit: [SAMSHA-Find Help](#)

NAVY WOUNDED WARRIOR

Call: 855-NAVY-WWP • (628-9997)

Visit: [Navy Wounded Warrior](#)



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